

IN THE UNITED STATES DISTRICT COURT
FOR THE MIDDLE DISTRICT OF ALABAMA
NORTHERN DIVISION

DAVITA M. KEY,)	
)	
Plaintiff,)	
)	
v.)	Case No. 2:19-CV-767-ECM
)	
HYUNDAI MOTOR)	
MANUFACTURING, ALABAMA,)	
LLC; HYUNDAI ENG AMERICA,)	
INC.; and DYNAMIC SECURITY,)	
INC.)	
)	
Defendants.)	

EXHIBIT “B” TO

PLAINTIFF’S OBJECTIONS TO DYNAMIC SECURITY INC.’S

DEPOSITION DESIGNATIONS

SHERRY SPIRES

Case	Key, Davita
Issue Code	Dynamic Designation

SPIERS, SHERRY 8/19/22 VOL 1		
1	008:20 - 020:22	<p>008:20 BY MS. PALMER:</p> <p>21 Q. Ms. Spires, could you please state</p> <p>22 and spell your name for the record?</p> <p>23 A. Sherry Spires, S-H-E-R-R-Y,</p> <p>009:01 S-P-I-R-E-S.</p> <p>02 Q. And who do you work for?</p> <p>03 A. Dynamic Security, INC.</p> <p>04 Q. My name is Leslie Palmer, and I</p> <p>05 represent, along with Heather Leonard, Davita</p> <p>06 Key, in her lawsuit against Dynamic Security,</p> <p>07 Hyundai Motor Manufacturing, and Hyundai</p> <p>08 Engineering America.</p> <p>09 So we have called you here today to</p> <p>10 provide testimony in this case, and I'm going</p> <p>11 to show you -- well, first, let's go over some</p> <p>12 of the background stuff.</p> <p>13 Have you ever given a deposition</p> <p>14 before?</p> <p>15 A. Yes.</p> <p>16 Q. How many times?</p> <p>17 A. Three or four.</p> <p>18 Q. Were all of those related to your</p> <p>19 employment with Dynamic Security?</p> <p>20 A. All but one.</p> <p>21 Q. Okay. Let's talk about the ones that</p> <p>22 were related to Dynamic Security. What can you</p> <p>23 tell me about those depositions?</p> <p>010:01 A. Well, the last one was a few weeks</p> <p>02 ago, and it had to do with a worker's comp</p> <p>03 claim.</p> <p>04 Q. Okay. And what about the one before</p> <p>05 that?</p> <p>06 A. It was last summer, and I honestly</p> <p>07 cannot remember.</p> <p>08 Q. Was it a worker's comp claim or a</p> <p>09 discrimination claim?</p> <p>10 A. I believe it was worker's comp.</p>

11 Q. Okay. And then you said three or
12 four. Is there another one you can recall?

13 A. I think the other one that I'm trying
14 to remember -- oh, I remember the other one
15 now. It was a discrimination. It was a lady
16 that worked in our Knoxville, Tennessee office.
17 A deposition in Muscle Shoals.

18 Q. When was that deposition with the
19 discrimination claim?

20 A. Two to three years ago, I'm guessing.

21 Q. And what was her claim of
22 discrimination?

23 A. Her claim was -- I can't remember if
011:01 hers was that she was a different nationality
02 or the fact that she was gay. One or the
03 other.

04 Q. Something under --

05 A. I believe. If I'm remembering
06 correctly.

07 Q. Something under Title 7?

08 A. I don't remember.

09 Q. Okay. Do you recall if there was an
10 EEOC charge in that case or if it was just...

11 A. I don't remember.

12 Q. So you've given a couple of
13 depositions, so you're probably familiar with
14 the rules. But we have a court reporter here
15 taking your testimony today, so we need you to
16 answer out loud.

17 A. Okay.

18 Q. Let's try not to talk over each
19 other. It's really hard sometimes in natural
20 conversation, but it makes it easier for her if
21 we don't do that. Can we agree that if you
22 don't understand a question, you'll ask me to
23 rephrase it or ask it again?

012:01 A. Yes.

02 Q. And by that, can we agree that if you
03 answer a question that means that you
04 understood the question?

05 A. Yes.

06 Q. I'm going to show you what has been
07 marked as Plaintiff's Exhibit 26.

		08 (Whereupon, Plaintiff's Exhibit 26
		09 was marked for identification and
		10 copy of same is attached hereto.)
		11 Q. This is the deposition notice for the
		12 corporate representative of Dynamic Security.
		13 Have you seen this document?
		14 A. Yes.
		15 Q. Okay. And you were identified as one
		16 of the corporate representatives to speak on a
		17 number of these topics and documents. Do you
		18 understand that that means that you're here
		19 today speaking on behalf of Dynamic Security?
		20 A. Yes.
		21 Q. Okay. And that means that you're the
		22 voice of the company.
		23 A. Yes.
013:01		Q. Did you bring any documents with you
		02 today responsive to this deposition notice?
		03 A. No.
		04 Q. What documents did you use to prepare
		05 for your testimony today?
		06 A. The e-mails and everything that I --
		07 well, I did -- actually did not have a file. I
		08 had to go back and retrieve e-mails to remember
		09 the circumstances and what all took place.
		10 Q. Okay. Did you meet with counsel to
		11 prepare today?
		12 A. Yes.
		13 Q. Okay. When did you meet with him?
		14 A. Day before yesterday and yesterday.
		15 Q. How long?
		16 A. Maybe four hours on Wednesday and
		17 maybe an hour yesterday.
		18 Q. What else did you do to prepare?
		19 A. Nothing.
		20 Q. The file that you recreated to
		21 prepare today, how did you recreate that file?
		22 A. I printed off all e-mails. I did a
		23 search for Davita Key's name.
014:01		Q. Okay. Just Davita's name?
		02 A. Yes.
		03 Q. Okay. Do you feel adequately
		04 prepared to testify today?

05 A. Yes.

06 MS. PALMER: She was a little
07 hesitant there.

08 MR. REDMOND: She hesitated just a
09 little more than I would have liked.

10 A. May I add, I may be fuzzy on some
11 because it has been quite some time ago.

12 Q. Okay. And we do have a number of
13 documents here today, so if you believe there's
14 a document that may help refresh your memory --

15 A. Okay.

16 Q. -- if you can just point that out,
17 we'll be sure to provide it to you. Okay?

18 A. Okay.

19 Q. You are lucky because you're going
20 second. So we don't have to cover a lot of the
21 things with you. I want to show you what was
22 marked as Plaintiff's Exhibit 29. Do you
23 recognize that document?

015:01 A. I do.

02 Q. And what do you recognize that
03 document to be?

04 A. Davita Key's statement that she wrote
05 on 8/1/17.

06 Q. Okay. And when was the first time
07 you saw that document?

08 A. I don't remember.

09 Q. Okay. Would that document have been
10 sent to you by the branch, by the Montgomery
11 office?

12 A. Yes, it would have been sent to me by
13 someone from the Montgomery office.

14 Q. And what would you have done when you
15 received it?

16 A. I would have read it and put it in
17 her file.

18 Q. Did you conduct any investigation
19 into Ms. Key's claim?

20 A. I did have numerous e-mails back and
21 forth with Ray Cureton, who was the district
22 manager in Montgomery at the time, to make sure
23 we handled her complaint appropriately.

016:01 Q. Okay. And what would you consider

02 appropriately in the handling of a complaint?

03 A. I'm trying to remember.

04 THE WITNESS: Is this the first one?

05 MR. REDMOND: I'm going to object to
06 the form of that.

07 Q. You can answer.

08 MR. REDMOND: Oh, yeah. I'm sorry.
09 I should have told you.

10 A. Oh, okay.

11 MR. REDMOND: You can still answer.
12 There's no judge here to rule so...

13 A. Repeat your question again, please.

14 Q. You said that --

15 MS. PALMER: Can you reread it?

16 THE COURT REPORTER: "And what would
17 you consider appropriately in the handling of a
18 complaint?"

19 Do I need to read before that?

20 MS. PALMER: No. That's okay.

21 A. That we were abiding by our policies
22 and procedures based on what her complaint was.

23 Q. Okay. And what determination did you
017:01 make with regard to Davita Key?

02 MS. BROWN: Object to the form.

03 MR. REDMOND: Same objection.

04 MR. MILLER: Object to the form.

05 Q. You can answer.

06 A. That's throwing me off. Rephrase the
07 question.

08 Q. So you said that you had
09 communications with Ray to make sure that
10 everything was handled appropriately.

11 What determination did you make with
12 regard to Ms. Key as to whether everything was
13 handled appropriately?

14 A. Her first complaint was that we had
15 discriminated because of her hair. And I
16 remember telling or communicating with Ray,
17 probably via e-mail, that let's make sure that
18 we're abiding by Hyundai's policy as well.

19 Because different races, religions
20 have different standards sometimes with the
21 hair accessories, so it might be different from

22 one job site to another. So I told him that
 23 let's make sure that her hair style was not in
 018:01 line with what Hyundai's policy was.

02 Q. Okay. And what did you do to make
 03 sure that Dynamic was following Hyundai's
 04 policy?

05 A. What did I do --

06 MS. BROWN: Object to the form.

07 A. -- I'm not sure I did exactly
 08 anything because at some point during that time
 09 frame, there was an e-mail from Cassandra
 10 Williams and/or Gloria Robinson that said they
 11 wanted Ms. Key removed from that job site.

12 Q. Okay. So did Dynamic then remove her
 13 in response to that e-mail?

14 A. Yes.

15 Q. Did you direct Ray Cureton, or did
 16 you personally request a copy of the Hyundai
 17 policy that Ms. Key was alleged to have
 18 violated?

19 MS. BROWN: Object to form.

20 MR. MILLER: Object to form.

21 A. Not that I recall.

22 Q. Who else would have been aware of
 23 Ms. Key's complaint contained in Exhibit 29?

019:01 MR. REDMOND: Object to form.

02 MS. BROWN: Object to form.

03 Q. Who employed with Dynamic Security
 04 would have received a copy of Exhibit 29?

05 A. I don't know of anyone other than
 06 myself, Ray Cureton, Cassandra Williams, and
 07 Gloria Robinson.

08 Q. And do you have any knowledge as to
 09 what Ray Cureton would have done to investigate
 10 the complaint?

11 A. He would have communicated with me.

12 Q. What direction did you give him with
 13 regard to the investigation?

14 A. There was such a short time frame
 15 because she was only there a couple of days.
 16 And it was determined at the -- on the second
 17 day that they -- I guess it was the second day
 18 that they were going -- she was not going to

		<p>19 work out at Hyundai and to remove her from the</p> <p>20 job site.</p> <p>21 Q. What's your understanding as to why</p> <p>22 she wasn't going to work out at Hyundai?</p> <p>23 MS. BROWN: Object to form.</p> <p>020:01 A. Because she refused to follow their</p> <p>02 grooming policy.</p> <p>03 Q. Do you have any knowledge as to</p> <p>04 whether they were concerned about her</p> <p>05 pregnancy?</p> <p>06 MS. BROWN: Object to form.</p> <p>07 MR. MILLER: Object to form.</p> <p>08 A. I don't know. I know that she made</p> <p>09 it known that she was pregnant, but the action</p> <p>10 that was taken to remove her from her job site</p> <p>11 had nothing to do with her pregnancy.</p> <p>12 Q. How did the investigation into the</p> <p>13 complaint contained in Exhibit 29 conclude?</p> <p>14 A. We're still talking about this</p> <p>15 (indicating)?</p> <p>16 Q. Yes. Exhibit 29.</p> <p>17 A. It concluded that she was going to be</p> <p>18 removed from the job site.</p> <p>19 Q. And what did Dynamic Security do with</p> <p>20 Ms. Key after she was removed from the Hyundai</p> <p>21 job site?</p> <p>22 A. They offered her two other job sites.</p>
2	021:15 - 021:16	<p>021:15 MS. BROWN: Object to form.</p> <p>16 MR. MILLER: Object to the form.</p>
3	023:03 - 023:11	<p>023:03 A. I don't know. I don't know if he</p> <p>04 would have sent it on August 1 or if he would</p> <p>05 have sent it later when I might have requested</p> <p>06 it.</p> <p>07 Q. Okay. And it says, "Forwarded for</p> <p>08 resolution." Who would have decided the</p> <p>09 resolution?</p> <p>10 A. In some cases I decide resolutions,</p> <p>11 but in this case, it had already been resolved.</p>
4	025:05 - 025:05	025:05 MR. REDMOND: Object to form.
5	025:17 - 025:19	<p>025:17 MR. REDMOND: Same objection.</p> <p>18 MS. BROWN: Object to the form.</p>

		19	MR. MILLER: Object to the form.
6	026:09 - 026:13	026:09	Q. Do you know if Gloria asked her?
		10	A. I don't know.
		11	Q. Did you instruct Ray to ask her if
		12	she had told her doctor?
		13	A. I don't remember.
7	031:07 - 034:11	031:07	Q. Look at Exhibit 38.
		08	(Whereupon, Plaintiff's Exhibit 38
		09	was marked for identification and
		10	copy of same is attached hereto.)
		11	Q. And we have pages -- Dynamic-Key 73
		12	through 77. Do you recognize this document?
		13	A. Yes.
		14	Q. And are you identified as a recipient
		15	of these e-mails --
		16	A. Yes.
		17	Q. -- in exhibit 38?
		18	A. Yes.
		19	Q. Okay. Let's go down to the bottom of
		20	-- let's go to page 74, so the next page. Is
		21	that your signature at the bottom of that
		22	e-mail?
		23	A. Yes.
		032:01	Q. Okay. So if you'll go back up to the
		02	page before it. Did you send this -- the
		03	original e-mail?
		04	A. Yes.
		05	Q. Okay. And who did you send it to?
		06	A. Ray Cureton, Gloria Robinson, and I
		07	copied Tracey Peoples and Chris Hargrove.
		08	Q. Okay. And what were you referencing
		09	in this e-mail?
		10	A. I was referencing Davita Key's
		11	complaint.
		12	Q. Okay. And it says, "Let's make sure
		13	there's a clear written policy from HMMA"; do
		14	you see that?
		15	A. Yes.
		16	Q. What did you do to make sure there
		17	was a clear written policy from HMMA?
		18	A. I don't remember. Unless it's in
		19	e-mails what came after I said that. That

		<p>20 let's make sure there is a policy. Well -- but</p> <p>21 then -- okay. Here's the -- here's the answer.</p> <p>22 Q. Okay. So you're pointing to the text</p> <p>23 at the top of Exhibit 38. Aside from seeing</p> <p>033:01 this text, did you do anything to make sure</p> <p>02 there was a clear written policy? Did you</p> <p>03 request a hard copy or a photograph of a</p> <p>04 policy?</p> <p>05 A. No.</p> <p>06 Q. At the bottom of that page and</p> <p>07 running into the next page, you're talking</p> <p>08 about, "If this move takes place, make sure she</p> <p>09 understands it's because of her unwillingness</p> <p>10 to abide by that written policy," all caps,</p> <p>11 "not because she is pregnant"; do you see that?</p> <p>12 A. Yes.</p> <p>13 Q. Why is it important to make sure that</p> <p>14 she knew that it wasn't because she was</p> <p>15 pregnant?</p> <p>16 A. Because at that point, she had</p> <p>17 already disclosed the fact that she was</p> <p>18 pregnant, and we do not discriminate against</p> <p>19 women who are pregnant.</p> <p>20 And I did not want her to think</p> <p>21 that's why she's being removed from that job</p> <p>22 site. It's clearly because she -- of her</p> <p>23 unwillingness to abide by the grooming policy.</p> <p>034:01 Q. So would transferring or removing an</p> <p>02 employee from a job site, could that be</p> <p>03 considered pregnancy discrimination, if you --</p> <p>04 if they were pregnant?</p> <p>05 MR. MILLER: Object to the form.</p> <p>06 MS. BROWN: Object to the form.</p> <p>07 MR. REDMOND: Object to the form.</p> <p>08 A. We would not do that based on a</p> <p>09 pregnancy, unless it had to do with job</p> <p>10 restrictions from her doctor. And I'm saying,</p> <p>11 "if."</p>
8	034:18 - 035:05	<p>034:18 Q. You said that Dynamic does not</p> <p>19 discriminate. How do you know Dynamic does not</p> <p>20 discriminate?</p> <p>21 A. I know our practices. We do not. If</p>

		<p>22 there's any cases out there, I'm not aware of</p> <p>23 it.</p> <p>035:01 Q. What do you do -- what does Dynamic</p> <p>02 do -- let me rephrase it that way. What does</p> <p>03 Dynamic do to ensure that it's employees do not</p> <p>04 discriminate?</p> <p>05 A. They should receive training.</p>
9	035:20 - 038:01	<p>035:20 (Whereupon, Plaintiff's Exhibit 40</p> <p>21 was marked for identification and</p> <p>22 copy of same is attached hereto.)</p> <p>23 Q. Do you recognize that document?</p> <p>036:01 A. Yes.</p> <p>02 Q. Okay. And this is an e-mail from Ray</p> <p>03 Curaton to you; correct?</p> <p>04 A. Yes.</p> <p>05 Q. Okay. So at the -- one of his last</p> <p>06 sentences there, he says, talking about</p> <p>07 reassigning her, "But I don't think that is</p> <p>08 advisable at this time. Especially if she is</p> <p>09 to carry through with her stated, quote,</p> <p>10 official complaint, end quote, of</p> <p>11 discrimination against Hyundai, Ms. Williams</p> <p>12 and Ms. Robinson"; do you see that?</p> <p>13 A. I do.</p> <p>14 Q. Okay. So does that statement by</p> <p>15 Mr. Cureton that he doesn't think it's</p> <p>16 advisable to reassign her raise any issue with</p> <p>17 you?</p> <p>18 A. That was his opinion.</p> <p>19 Q. Okay. What action did you take in</p> <p>20 response to this e-mail?</p> <p>21 A. To offer her another job site.</p> <p>22 Q. You told him to offer her another job</p> <p>23 site?</p> <p>037:01 A. Yes.</p> <p>02 Q. Okay. What did you do to ensure that</p> <p>03 he did that?</p> <p>04 A. It's in an e-mail from me to him</p> <p>05 to let's make sure we offer her another job</p> <p>06 site.</p> <p>07 Q. Okay. Did you instruct him that it</p> <p>08 was discriminatory to not place her at another</p>

		<p>09 job site?</p> <p>10 MR. MILLER: Object to the form.</p> <p>11 A. I don't think I would have used those</p> <p>12 words. I would have just put in the e-mail,</p> <p>13 let's make sure we offer her other job sites.</p> <p>14 Q. Do you, in your functions as human</p> <p>15 resources, see not placing Ms. Key because</p> <p>16 she's made a complaint as discriminatory</p> <p>17 conduct?</p> <p>18 MR. REDMOND: Object to the form.</p> <p>19 MS. BROWN: Object to the form.</p> <p>20 MR. MILLER: Object to the form.</p> <p>21 A. I'm not understanding the question,</p> <p>22 because we did offer her. So we didn't</p> <p>23 discriminate against her and not offer her any</p> <p>038:01 job sites. We did.</p>
10	038:08 - 038:10	<p>038:08 MR. MILLER: Object to form.</p> <p>09 MS. BROWN: Object to form.</p> <p>10 MR. REDMOND: Same object to form.</p>
11	038:18 - 038:19	<p>038:18 MR. REDMOND: Object to the form.</p> <p>19 MR. MILLER: Object to the form.</p>
12	043:06 - 044:07	<p>043:06 Q. When an assignment is offered to a</p> <p>07 security officer, how is that assignment</p> <p>08 offered?</p> <p>09 A. It should be on a standard assignment</p> <p>10 form.</p> <p>11 Q. Okay. And is that a Dynamic Security</p> <p>12 form?</p> <p>13 A. Yes.</p> <p>14 Q. And what type of information would</p> <p>15 that form provide?</p> <p>16 A. It would have the job site, the rate</p> <p>17 of pay, and the schedule, as in hours, whether</p> <p>18 it's 8:00 to 5:00, 5:00 to 11:00.</p> <p>19 Q. And if an employee turns, or if a</p> <p>20 security officer turns down a job offer or an</p> <p>21 assignment, how would that turn-down be noted?</p> <p>22 A. It would either be noted on the job</p> <p>23 assignment form, or it would be noted on a</p> <p>044:01 different form called a job refusal form.</p> <p>02 Q. Would the employee who turned down</p> <p>03 the assignment notate that document? Would</p>

		<p>04 they sign that document or be given a copy of</p> <p>05 that document?</p> <p>06 A. They would not be given a copy, and I</p> <p>07 do not know if they sign it or not.</p>
13	044:15 - 045:21	<p>044:15 Q. Is stating a shift preference the</p> <p>16 same as turning down a job?</p> <p>17 A. No.</p> <p>18 Q. Let me show you Exhibit 28.</p> <p>19 (Whereupon, Plaintiff's Exhibit 28</p> <p>20 was marked for identification and</p> <p>21 copy of same is attached hereto.)</p> <p>22 Q. Is that the assignment refusal forms</p> <p>23 that you were referencing?</p> <p>045:01 A. Yes.</p> <p>02 Q. Okay. But you said there could be</p> <p>03 another one called --</p> <p>04 A. Job refusal form.</p> <p>05 Q. Or the offer -- job offer? Is there</p> <p>06 one that's a job offer?</p> <p>07 A. Well, maybe. I've got assignment</p> <p>08 refusal and job refusal. I'm probably thinking</p> <p>09 the same form.</p> <p>10 Q. Okay. So you're not aware of another</p> <p>11 form that would be completed?</p> <p>12 A. No. No.</p> <p>13 Q. On Exhibit 28, whose assignment</p> <p>14 refusal form is this?</p> <p>15 A. Davita Key.</p> <p>16 Q. And who completed this document?</p> <p>17 A. Ray Cureton.</p> <p>18 Q. Okay. And it's two pages, so do I</p> <p>19 take that to mean that there were two offers</p> <p>20 refused?</p> <p>21 A. Yes.</p>
14	046:02 - 046:16	<p>046:02 Q. Okay. And her -- the current</p> <p>03 assignment that Ms. Key would have been leaving</p> <p>04 on both of these forms was identified as HMMA;</p> <p>05 is that correct?</p> <p>06 A. Correct.</p> <p>07 Q. Okay. And both of those were first</p> <p>08 shift 40 hours?</p> <p>09 A. Yes.</p>

		<p>10 Q. Okay. Are you aware of what her rate</p> <p>11 of pay would have been with Dynamic Security at</p> <p>12 HMMA?</p> <p>13 A. I don't remember.</p> <p>14 Q. And what was the reason listed for</p> <p>15 her removal?</p> <p>16 A. Per client's request.</p>
15	047:04 - 047:06	<p>047:04 Q. And what's the reason listed there</p> <p>05 for her refusal?</p> <p>06 A. That she could only work first shift.</p>
16	056:08 - 058:01	<p>056:08 Q. Let me show you Exhibit 37.</p> <p>09 (Whereupon, Plaintiff's Exhibit 37</p> <p>10 was marked for identification and</p> <p>11 copy of same is attached hereto.)</p> <p>12 Q. And we have more e-mails. This is</p> <p>13 Dynamic-Key 69 through 72. And the top one</p> <p>14 there, is that from Ray Cureton to you?</p> <p>15 A. Yes.</p> <p>16 Q. And he's -- he's asking you here,</p> <p>17 through this series of e-mails, about providing</p> <p>18 a copy of documents to an employee from the</p> <p>19 personnel file; is that right? Just to kind of</p> <p>20 summarize it.</p> <p>21 A. Okay. You're at the bottom of this</p> <p>22 first page?</p> <p>23 Q. Through the whole document. I --</p> <p>057:01 but, yes. The -- I think it references it</p> <p>02 there. His request, if you want to look at his</p> <p>03 request, is on page 70 is where it starts</p> <p>04 because the e-mails kind of go in reverse.</p> <p>05 A. Okay.</p> <p>06 Q. Okay. And he says that, "We do not</p> <p>07 give copies of disciplinary reports when they</p> <p>08 are terminated"; do you see that?</p> <p>09 A. Yes.</p> <p>10 Q. Okay. And then your response to him,</p> <p>11 which is on the previous page, says, "We never</p> <p>12 give an employee copies of anything from their</p> <p>13 employee file"; do you see that?</p> <p>14 A. Yes.</p> <p>15 Q. Why does Dynamic not provide</p> <p>16 employees a copy of anything from their</p>

		<p>17 personnel file?</p> <p>18 MR. REDMOND: Wait a minute. Let me</p> <p>19 -- I want to make sure I'm following. Okay.</p> <p>20 This is the e-mail that's 69?</p> <p>21 MS. PALMER: Uh-huh.</p> <p>22 MR. REDMOND: Okay. Got it. I'm</p> <p>23 with you.</p> <p>058:01 A. The employee file is property of</p>
17	059:10 - 059:13	<p>059:10 Q. It's Dynamic Security's policy to not</p> <p>11 provide copies of anything from the personnel</p> <p>12 file; right?</p> <p>13 A. Right.</p>
18	068:17 - 069:18	<p>068:17 Q. Okay. Let me show you Exhibit 56.</p> <p>18 A. Okay.</p> <p>19 Q. And this was previously introduced in</p> <p>20 Ms. Riddle's deposition. I want to point you</p> <p>21 to the darkened arrows on the document. She</p> <p>22 stated that she thought you made those.</p> <p>23 Do you recall if you made those?</p> <p>069:01 A. I did make those.</p> <p>02 Q. Okay. And why did you darken those</p> <p>03 areas?</p> <p>04 A. Because in my response on the</p> <p>05 unemployment claim, I'm not sure if we have</p> <p>06 that in -- as an exhibit or will have it, but</p> <p>07 when I respond, you know, that she was removed,</p> <p>08 we tried to offer another job site, she</p> <p>09 wouldn't work the shift she was offered.</p> <p>10 Although, she stated on the front</p> <p>11 page of her application, will you work any day</p> <p>12 of the week, she said yes. Can you work any</p> <p>13 shift, she said yes. So somewhere in my</p> <p>14 response -- and then I referenced to the</p> <p>15 application and made the arrows just so their</p> <p>16 eyes would fall on it --</p> <p>17 Q. Okay.</p> <p>18 A. -- when they looked at it.</p>
19	079:08 - 079:13	<p>079:08 Q. Do you know of anyone, other than</p> <p>09 Cassandra Williams, who requested that Ms. Key</p> <p>10 not return to the Hyundai facility?</p> <p>11 MR. MILLER: Object to the form.</p> <p>12 A. I know of no one else other than</p>

		13 Cassandra.
20	081:11 - 082:04	<p>081:11 Q. Ms. Spiers, you're aware that Dynamic</p> <p>12 Security has certain written policies relating</p> <p>13 to employment?</p> <p>14 A. Yes.</p> <p>15 Q. Is it -- you're aware that Dynamic</p> <p>16 has a policy -- a written policy prohibiting</p> <p>17 discrimination based on certain</p> <p>18 characteristics?</p> <p>19 A. Yes.</p> <p>20 Q. And you're aware that Dynamic</p> <p>21 Security has a non-harassment policy?</p> <p>22 A. Yes.</p> <p>23 Q. And you're aware that Dynamic</p> <p>082:01 Security has a written policy prohibiting</p> <p>02 retaliation against people who make complaints</p> <p>03 about discrimination or harassment?</p> <p>04 A. Yes.</p>
21	082:09 - 084:09	<p>082:09 Q. Yes. Tell us what 33 is. Just</p> <p>10 generally. I don't need you to go into a lot</p> <p>11 of detail.</p> <p>12 MS. BROWN: Are you doing Bates or</p> <p>13 exhibit?</p> <p>14 MR. REDMOND: Exhibit.</p> <p>15 MS. BROWN: Okay.</p> <p>16 A. That's Ray Cureton's statement.</p> <p>17 Q. And what does he indicate in that</p> <p>18 statement as being done in terms of offering</p> <p>19 another position outside of Hyundai to Ms. Key?</p> <p>20 A. Yes.</p> <p>21 Q. Okay. What does -- what does -- what</p> <p>22 does he say in there was being done by Dynamic</p> <p>23 Security?</p> <p>083:01 A. We were attempting to place her at</p> <p>02 two other different job sites after she was</p> <p>03 removed from Hyundai.</p> <p>04 Q. All right. And it states that she</p> <p>05 was offered two positions at other job sites?</p> <p>06 A. Yes.</p> <p>07 Q. All right. And that's a document</p> <p>08 indicating that Dynamic Security offered</p> <p>09 Ms. Key other positions?</p>

		<p>10 A. Yes.</p> <p>11 Q. And that's a document indicating that</p> <p>12 Ms. Key turned down those positions?</p> <p>13 A. Yes.</p> <p>14 Q. All right. Well, tell us, also</p> <p>15 generally, what Exhibit 34 is.</p> <p>16 A. Nicole Scavella was the branch admin</p> <p>17 in Montgomery, and this is her statement.</p> <p>18 Q. And in her statement, does she also</p> <p>19 address the issue of Ms. Key being offered</p> <p>20 other positions?</p> <p>21 A. Yes.</p> <p>22 Q. And does she talk in there about two</p> <p>23 occasions that there were other positions that</p> <p>084:01 were offered to her?</p> <p>02 A. Yes.</p> <p>03 Q. And so was that a document indicating</p> <p>04 that Ms. Key was offered other positions?</p> <p>05 A. Yes.</p> <p>06 Q. And it's also a document indicating</p> <p>07 that Ms. Key refused or turned down those other</p> <p>08 spots?</p> <p>09 A. Correct.</p>
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